# GPRMC
# *Equal Opportunity Office*

SFC Sunnie Trujillo
DSN 421-2353, GPRMC EO Advisor

# Prevention of Sexual Harassment

# OBJECTIVES

- Army policy on sexual harassment
- Impact on personal and unit performance
- How to recognize sexual harassment

# OBJECTIVES

- How to prevent sexual harassment
- Informal resolution techniques
- Possible sanctions

# DEFINITION

- A form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

# DEFINITION

- submission to, or rejection of, such conduct is made explicitly or implicitly a term or condition of a person's job, pay or career, OR
- submission or rejection is used as a basis for career or employment decisions affecting that person, OR
- conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive work environment.

# QUID PRO QUO

(Latin for “this for that”)

**Submission to, or rejection of advances are a condition upon which a person’s job, career or promotion depends.**

# HOSTILE ENVIRONMENT

- Offensive, unwanted, and unsolicited comments or behaviors of a sexual nature that unreasonably interferes with performance.

# HOSTILE ENVIRONMENT

- **KEY POINTS**
  - subtle
  - one incident or several
  - intent of harasser is irrelevant
  - perception or impact on the harassed person

# IMPACT V/S INTENT

- In determining whether behavior constitutes sexual harassment, a primary concern is the impact of the act upon the victim, not the intent of the alleged harasser.
- An excuse such as “I was only joking” is irrelevant. The issue of the intent on the part of the perpetrator is not a relevant factor in determining sexual harassment.

# REASONABLE PERSON STANDARDS

- The situation must be viewed from the perspective of a reasonable, third party.
- Would a reasonable person find the behavior hostile, offensive, or intimidating.
- the “reasonable person standards” is used by commanders and the courts to judge whether the conduct was sexual harassment.

# EXAMPLES

- **VERBAL:**
  - **profanity or off color jokes**
  - **sexual comments or threats**
  - **whistling, barking, grunting, etc..**
  - **rumors of sexual acts or involvement**

# EXAMPLES

- **NONVERBAL**
  - **leering, ogling, blowing kisses**
  - **licking lips, winking,**

# EXAMPLES

- **Printed materials**
  - **sexually oriented notes, letters**
  - **faxes, computer screen savers**
  - **visibly posting sexual sayings such as bumper stickers, cartoons, posters, pin-ups calendars etc.**

# EXAMPLES

- **PHYSICAL:**
  - displaying suggestive pictures
  - stroking, grabbing, patting, or hugging,
  - cornering or blocking a passageway
  - adjusting someone's clothing without permission

# VICTIM IMPACT

- Interferes with work performance
- Creates a hostile environment
- Promotes negative stress
- Creates fear and anxiety

# 4 QUICK QUESTIONS

- **Was the behavior or innuendo sexual in nature?**
- **Was the behavior unwelcome?**
- **Does the behavior create  hostile or offensive environment?**
- **Have sexual favors been demanded, requested, or suggested - especially as a condition of employment or job success?**

# SELF-COPING MECHANISMS

- denial
- blaming oneself
- joking
- avoidance
- confrontation

# UNWELCOME

- Victim did not elicit or incite the behavior and finds it offensive.
- Was there equal initiation and participation?
- Some victims feel forced to submit.
- Not necessary to ***state*** that behavior is unwelcome

# DATING

- When do requests for dates constitute sexual harassment?
  - when it is unwelcome
- What constitutes unwelcome?
  - repeatedly hearing “no” for an answer
  - what constitutes no?

# OBSESSIVE BEHAVIOR

- **STALKING - includes actions of a person in repeatedly following or harassing another person in a manner to induce (in a reasonable person) a fear of sexual battery, bodily injury or death.**
- **Stalking is a violation of the UCMJ**
- **Includes unwanted telephone calls, uninvited visits to personal living area. etc..**

# INFORMAL RESOLUTION

- Confront the harasser
- Write a letter
- Maintain a log of incidents
- Request sexual harassment training
- Report the incident

# CONFRONTATION

- maintain professional demeanor
- correct the behavior/don’t attack
- tell harasser what you don’t like
- explain that you are offended
- tell them to stop the behavior
- state that if behavior continues, you will report
  the individual

# REPRISAL

- threats or acts of reprisal are forbidden by the Army and DOD
- punishable under the UCMJ
- reprisal can come from co-workers as well as supervisors

# SANCTIONS

- LEGAL SANCTIONS UNDER UCMJ
- ADMINISTRATIVE SANCTIONS:
  - counseling
  - bar to reenlistment
  - relief for cause
  - negative performance evaluation
  - discharge
  - denial of privileges

# OBJECTIVES

- Army policy on sexual harassment
- Impact on personal and unit performance
- How to recognize sexual harassment

# OBJECTIVES

- How to prevent sexual harassment
- Informal resolution techniques
- Possible sanctions